



## EXEMPT RECRUITMENT ANNOUNCEMENT

# REGIONAL DIRECTOR REGION 1

### Recruitment 1269-09

**OPENS:** October 27, 2009

**CLOSES:** November 19, 2009

**POSITION:** Regional Director, Region 1: Comprised of Ferry, Stevens, Pend Oreille, Lincoln, Spokane, Asotin, Whitman, Garfield, Columbia and Walla Walla Counties.

**LOCATION:** Spokane, Washington

**SALARY:** \$85,180 to \$94,644 Annually

**BENEFITS:** Benefits include paid vacation and sick leave, military leave, eleven paid holidays, health, life and long term disability insurance, deferred compensation plans, and a state retirement plan.

**AGENCY PROFILE:** The Department of Fish and Wildlife serves Washington's public by protecting, restoring, and enhancing fish and wildlife and their habitats while providing sustainable fish and wildlife related recreational and commercial opportunities.

### **SCOPE:**

This position represents the Director of the Department of Fish and Wildlife when collaborating with federal, state, local, and tribal officials, legislators and other elected officials, citizens, special interest groups, and other constituents in Region 1. Plays an active leadership role in the legislative process. Clarifies agency programs, goals and objectives in order to cooperatively resolve conflicts internally and externally. Develops and strengthens outreach programs within the community. Leads the Regional Management Team consisting of the regional program managers from the Fish, Wildlife, Habitat, Enforcement, and Business Services Programs to promote cross-program cooperation, coordinate service delivery, share information on agency direction, resolve regional issues, and develop regional operating procedures. Manages the regional office facility and supervises the office support staff. Reports to the Director, and serves as the Department's principal spokesperson and advisor in Region 1, coordinating significant activities and service delivery priorities. Serves as a member of the Director's Coordination Team and the Executive Management Team.

### **DESIRABLE QUALIFICATIONS**

- A bachelor's degree or higher in Natural Resources or related field.
- A minimum of five years of progressively responsible natural resource management experience with demonstrated ability to establish and accomplish goals and objectives and communicate clearly and concisely, both verbally and in writing.
- Professional experience with the legislative process and governmental budgeting process.
- A demonstrated commitment to fish, wildlife and resource management. Ability to serve as a pro-active advisor and consultant to the Director.
- A demonstrated ability to establish and maintain good working relationships with federal, state, local, and tribal government and elected officials, the media, interest groups, and other constituents and stakeholders.
- Proven ability to work collaboratively and cooperatively, facilitating team problem-solving.
- Proven leadership skills.

**APPLICATION PROCESS:**

**Application packages must be received by November 19, 2009.**

Please submit a letter of interest, resume and the profile data questionnaire (optional). The letter of interest should detail your interest in the position and explain how you meet the desirable qualifications.

Send application materials to:

Margaret Gordon, Recruitment Specialist  
Human Resource Office, Department of Fish and Wildlife,  
600 Capitol Way North, Olympia, WA 98501-1091  
(Phone: 360-902-2209)

Or by e-mail to: [WDFWjobs@dfw.wa.gov](mailto:WDFWjobs@dfw.wa.gov)

- An initial resume review will be completed by November 25, 2009.
- A panel interview will be scheduled for the top candidates during the weeks of December 7, 2009 through December 18, 2009. The Director will make the final selection.

**SPECIAL NOTES:**

- Candidates must be willing to participate in a reference checking process.
- This position is exempt and serves at the pleasure of the Director.
- The successful candidate cannot have a financial interest in any resource regulated by the Department of Fish and Wildlife, Indian Tribes, or any commission or council.

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**The Department of Fish and Wildlife is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons with disabilities, persons over 40 years of age, disabled and Vietnam era veterans and people of all sexual orientations and gender identities, are encouraged to apply. Persons needing accommodation in the application process or this announcement in an alternative format may call (360) 902-2276 or the Telecommunications Device for the Deaf (360) 902-2207.**

### APPLICANT PROFILE

*We ask that you voluntarily answer the following questions and return this document with your resume. This information will be treated as confidential and will be used by authorized personnel only.*

Name \_\_\_\_\_ Birth Date \_\_\_\_\_

Sex: \_\_\_\_\_ Male \_\_\_\_\_ Female

Do you have a physical, sensory, or mental condition that substantially limits any of your major life functions, such as working, caring for yourself, walking, doing things with your hands, seeing, hearing, speaking learning?

☐ Yes ☐ No

Have you ever been on active duty in the US Armed Services? ☐ Yes ☐ No

Vietnam Era Veteran ☐ Yes ☐ No

Disabled Veteran ☐ Yes ☐ No If "Yes" Percent of Disability \_\_\_\_\_%

What race or culture do you consider yourself? Please check only one group. If you are of more than one race, please check "Other."

☐ Black/African American ☐ White/Caucasian ☐ Asian/Pacific Islander

☐ Native American ☐ Hispanic/Spanish/Latino(a)

☐ Other Please indicate race/culture(s) and/or list in order of preference.

Signature \_\_\_\_\_ Date \_\_\_\_\_